

LEADERSHIP STYLES

Federal Emerging Leader's Development Virtual Course

9 March 2023

Leadership Styles

Types of Leadership Styles

There are as many approaches to leadership as there are leaders, from Lewin's Leadership Styles framework of the 1930s to the more recent ideas about transformational leadership. There are also many general styles, including servant and transactional leadership.

Building awareness of frameworks and styles can help you to develop your approach and to be a more effective leader.

What do we mean when we refer to:

LEADERSHIP STYLE?

How do you define it?

Leadership Styles

The manner and approach of providing direction, implementing plans, and motivating people. As seen by the employees, it includes the total pattern of explicit and implicit actions performed by their **leader**.

(Newstrom, Davis, 1993).

*The pattern of behaviors you use with others, over time,
as perceived by them.*

WHAT IS YOUR LEADERSHIP STYLE?

(3x5 Cards and 6 words each side / Define / Describe)

My Definition of My
Leadership Style:

My Description of My
Leadership Style:

Leadership Theory



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graph TD; A[Leadership Theory] --> B[Some say there are "Sub-Theories"]; B --> C[Leadership Style]; B --> D[Leadership Style]; B --> E[Leadership Style];
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Some say there are “Sub-Theories”

Leadership Style

Leadership Style

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Building awareness of frameworks and styles can help you to develop your approach and to be a more effective leader.

Leadership Theories

Trait Theories – The type of person makes a good leader

Behavioral Theories – What a good leader does

Contingency Theories – Effective leadership is contingent on the situation, task and people involved.

Power and Influence Theories – Examines the sources of the leader's power

It will come in handy to remember this!

Leadership Styles

The pattern of behaviors you use with others, over time, as perceived by them.

You may want to take some basic notes for any of the leadership styles that resonate with you during the next few minutes.

Laissez-Faire Style

This French phrase means “leave it be” and is used to describe a leader who leaves his or her colleagues to get on with their work. It can be effective if the leader monitors what is being achieved and communicates this back to his or her team regularly. Most often, laissez-faire leadership works for teams in which the individuals are very experienced and skilled self-starters. Unfortunately, it can also refer to situations where managers are not exerting sufficient control.

Autocratic Style

Autocratic leadership is an extreme form of transactional leadership, where leader has absolute power over his or her employees or team. Employees and team members have little opportunity for making suggestions, even if these would be in the team or organization's interest.

Task-Oriented Style

A highly task-oriented leader focuses only on getting the job done and can be quite autocratic. He or she will actively define the work and the roles required, put structures in place, plan, organize and monitor. However, as task-oriented leaders spare little thought for the well-being of their teams, this approach can suffer many of the flaws of autocratic leadership, with difficulties in motivating and retaining staff.

Bureaucratic Style

Bureaucratic leaders work “by the book”, ensuring that their staff follow procedures exactly. This is a very appropriate style for work involving serious safety risks (such as working with machinery, with toxic substances or at heights) or where large sums of money are involved (such as Banking or Contracting).

Democratic or Participative Style

Although a democratic leader will make the final decision, he or she invites other members of the team to contribute to the decision-making process. This not only increases job satisfaction by involving employees or team members in what's going on, but it also helps to develop people's skills. Employees and team members feel in control of their own destiny, such as the promotion they desire, and so are motivated to work hard by more than just a financial reward.

In Extremis Style

Giving purpose, motivation and direction to people when there is imminent physical danger and, where followers believe that leader behavior will influence their physical well-being or survival.

Transactional Style

This style of leadership starts with the idea that team members agree to obey their leader totally when they take on a job: the “transaction” is (usually) that the organization pays the team members in return for their effort and compliance. You have a right to “punish” the team members if their work doesn’t meet the pre-determined standard.

Charismatic Style

A charismatic leadership style can appear similar to transformational leadership style, in that the leader injects huge doses of enthusiasm into his or her team and is very energetic in driving others forward. In the eyes of their followers, success is tied up with the presence of the charismatic leader. As such, charismatic leadership carries great responsibility, and needs long-term commitment from the leader.

People-Oriented or Relations-Oriented Style

The style of leadership is the opposite of task-oriented style: the leader is totally focused on organizing, supporting and developing the people in the leader's team. A participative style, it tends to lead to good teamwork and creative collaboration.

WHAT IS YOUR LEADERSHIP STYLE?

(3x5 Cards and 6 words each side / Define / Describe)

My Definition of My
Leadership Style:

My Description of My
Leadership Style:

*This would be a good time to REVISE your CARDS
if you CHOOSE*

Group Activity

1. Review your 3x5 Card (Your Leadership Style)
2. Enter the “Room” that you believe best represents your style
3. Meet others in the “Room” and share your thoughts on why this style is effective. What traits, behaviors or situations are essential for you in using this style.

Plan on at least 10 minutes in the group.

Discussion Points

- Were there others in your room?
- How did that feel to be alone?
- Who else did you expect to meet there? Why?
- Who surprised you by being there? Why
- What did you learn about your leadership style from the others you share that style with??

DID YOU END UP IN THE RIGHT ROOM?



Break
